

# Army Career Tracker (ACT) Civilian User Overview

**21 February 2012** 

#### **Agenda**

- ACT Background
- How can Users:
  - Receive leadership guidance
  - Keep track of "My Career"
  - See Career Program updates
  - Monitor career progression with PDM model and set goals
  - Search and enroll in a course
  - Find an Expert
  - Create an IDP
  - Provide recommendations to Employees/Mentees
- Stakeholder Launch



# **Army RETAL Study**

- In 2004 the Secretary of the Army and CSA established a Task Force Review
  - of Education, Training and Assignments (RETAL) for Leaders
- Purpose was to:
  - Determine if the Army's current leadership and culture were aligned with the objective realities of the 21st Century security environment
  - Determine if leadership programs are effective in developing the type of leaders (military and civilian) that are needed to succeed in this environment

#### **Key Results**

- Gaps in education & training
- Training was received too late
- Not all military training and education was evaluated for college credit
- Civilian education was not fully leveraged to support NCO development

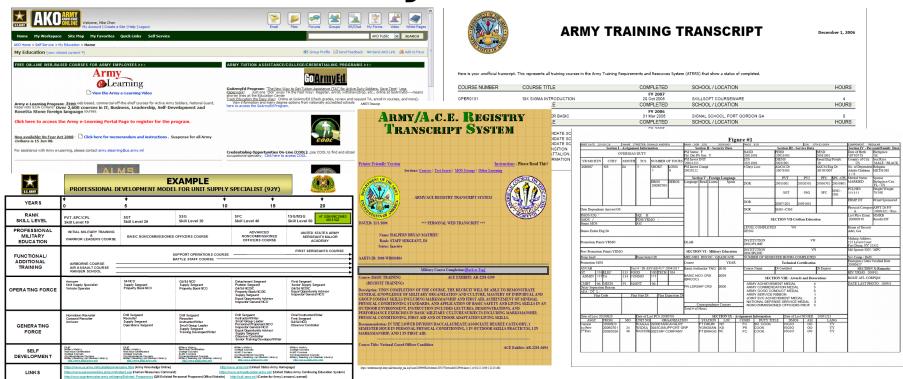
#### **Subsequent Initiatives**

- Life Long Learning Strategy
- Transform NCO Educational System
- Structured/Guided Self-Development
- Army Career Tracker

Development delivered across



#### Yesterday's User View



















PV2 - 6 MTH TIS PFC - 12 MTH TIS - 24 MTH TISK MTH

2 YEARS

PZ - 36 MTH TI 98 MTH TIG 5Z - 18 MTH TI 96 MTH TIG PZ - 84 MTH TI S/10 MTH TIG SZ - 48 MTH TI S/7 MTH TIG

> SSG 22 YEARS SSG (P) 24 YEARS

PROMOTION

RETENTION

#### Army Career Tracker Overview

**Army Career Tracker** is a leader development tool that provides

Army personnel the ability to manage their professional development and

to monito for gress toward training, education, and career goals.

Integrates training, education, and experiential learning into one personalized and easy-to-use interface

Currently ACT has over 144,000 unique users

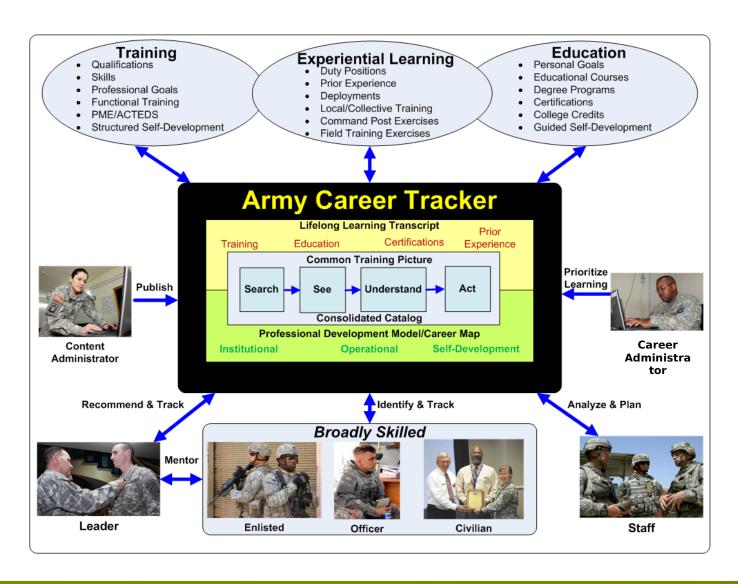
Presents users with an intelligent search capability of multiple Army education and training resources

Provides users with a more efficient and effective way to monitor their career development

Allows leaders to track and advise users on their personalized leadership development

Provides users the opportunity to create their Individual Development Plan (IDP)

#### **ACT Operational View (OV-1)**



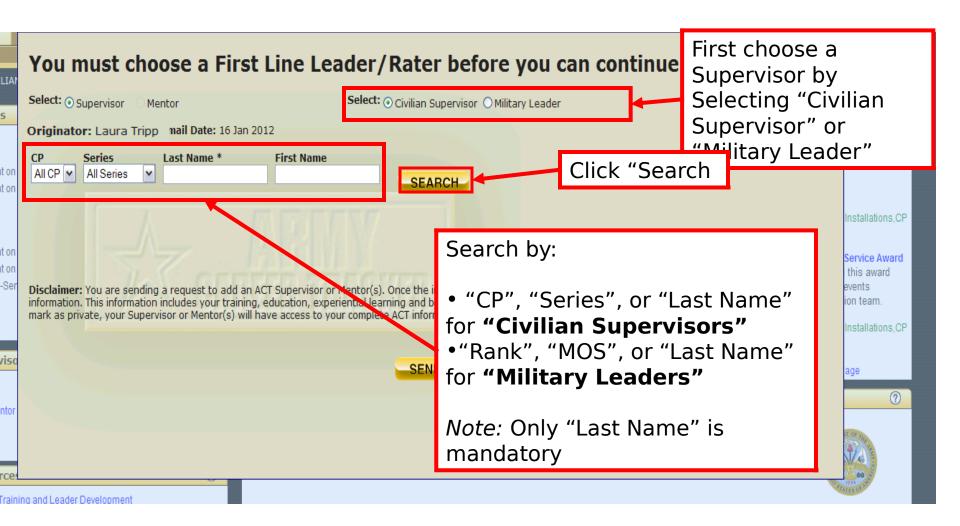
#### **AKO ACT** is the Hub Standard Name Line **ITAPDB** Information **RCMS PDM** Data ATIA-**Assignment FMSWEB** Data M **ACT** Civilian Certification **ITAPDB** Education **RCMS** COOL Data **GoArmy** Ed GAT Completion **Training** Course **CSF ATRRS** Data Catalog **ALMS** Data **ATRRS/ALM** S

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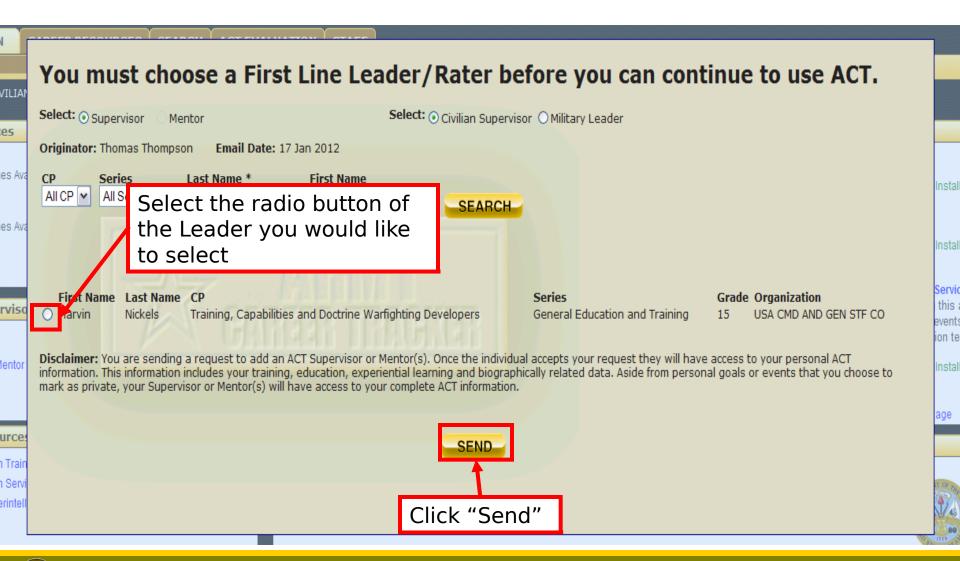


#### Choosing a "Supervisor"





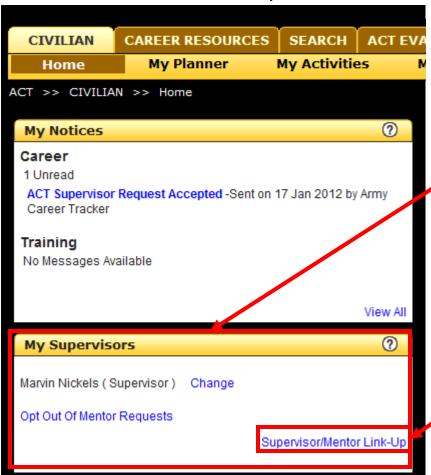
#### Choosing a "Supervisor"





#### **Choosing a Mentor**

The "My Supervisors" portlet provides you the opportunity to manage your Supervisor and Mentor selections.



In the "My Supervisors" portlet users also have the opportunity to connect with Mentors.

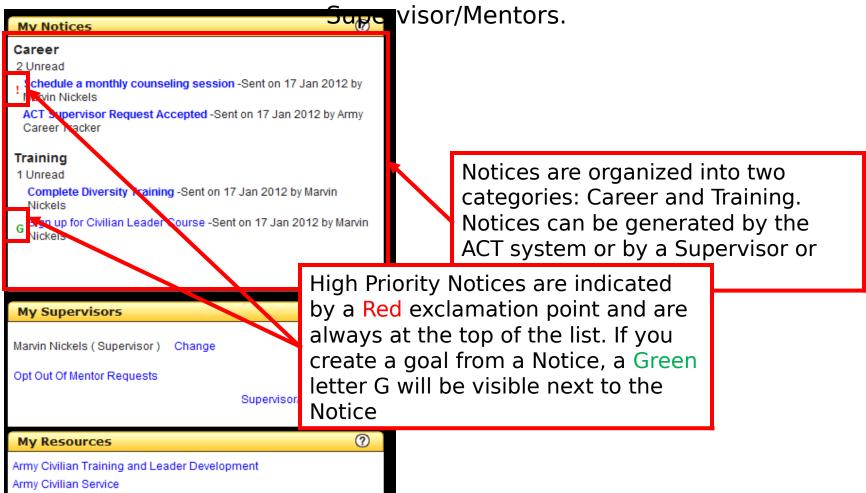
A Mentor is in your Career Field, someone you have worked with, or can be anyone of a higher pay grade that may have relevant career experience. As a Supervisor, you may be both a Supervisor and a Mentor to Employees.

To select a Mentor click "Supervisor/Mentor Link-Up and follow the steps for choosing a Mentor



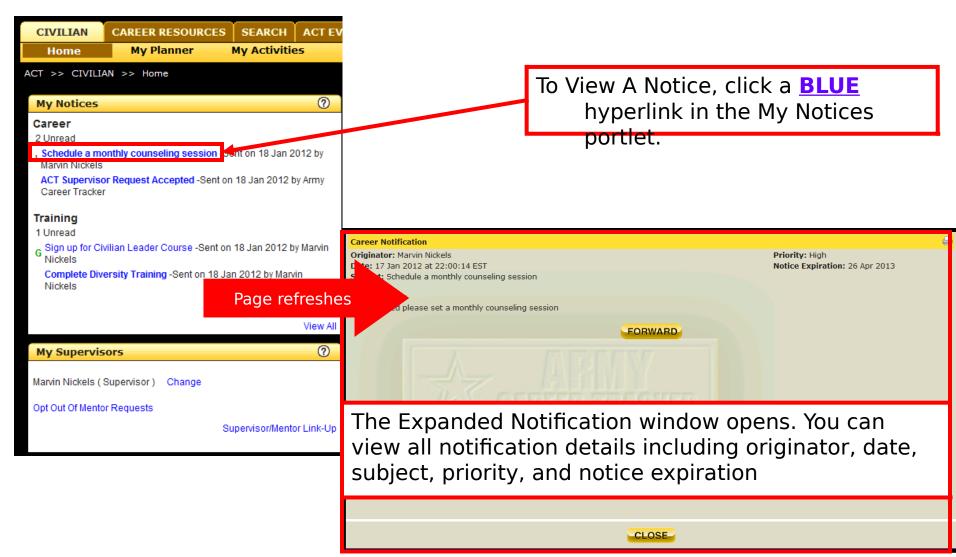
#### My Notices

The "My Notices" portlet is ACT's central location for career and training recommendations. These notices are recommendations from your





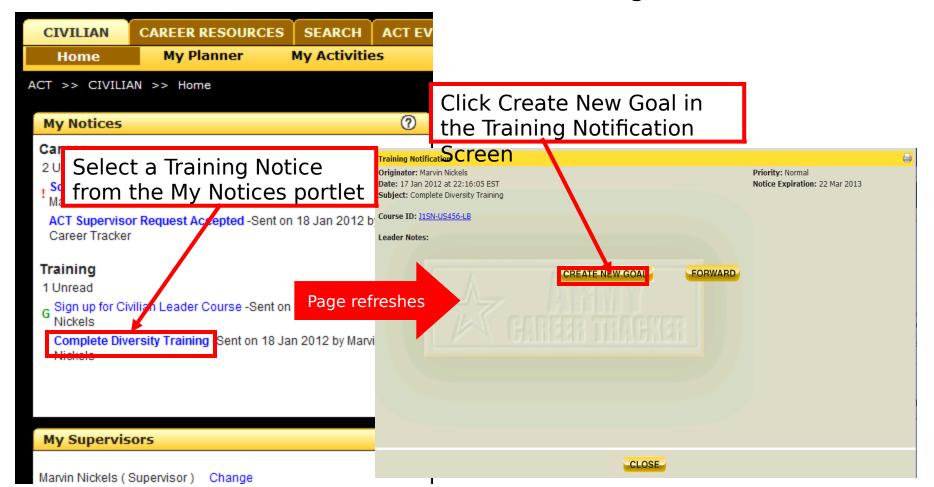
#### **Viewing Notices**





#### **Creating Goals from Training Notices**

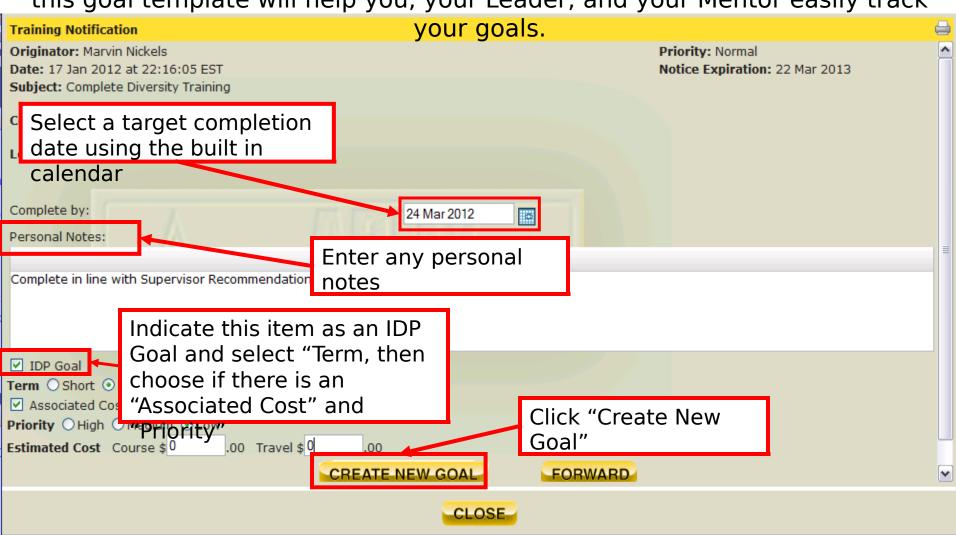
If a Training notification is selected you will have the option to "Create A New Goal." To create a Training Goal:





#### "Creating A Goal"

To create a Training Goal in ACT simply fill out the Goal Template. Completing this goal template will help you, your Leader, and your Mentor easily track





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Civilian Homepage

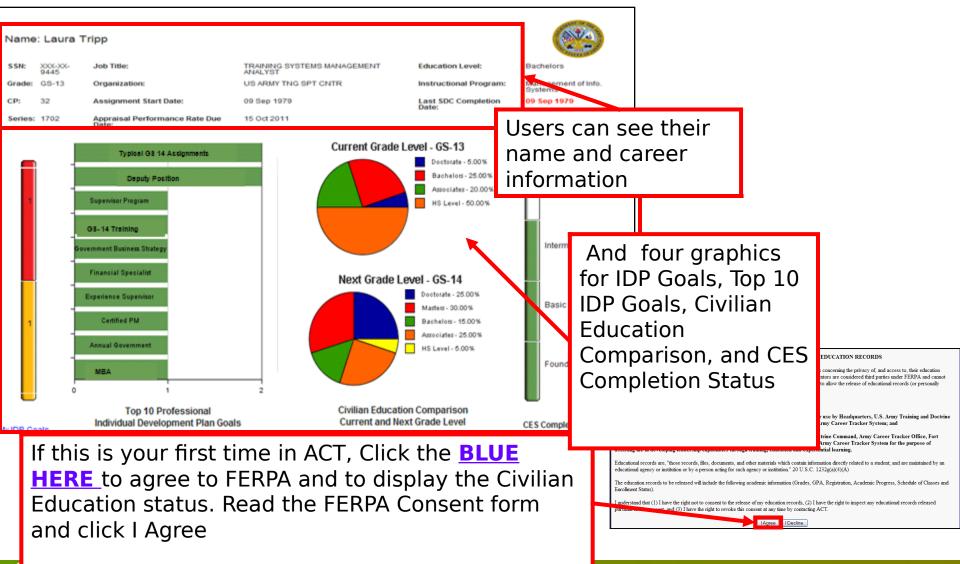


#### "My Career" Dashboard

#### Within "My Career" Dashboard:

FIU TRADUC

Victory Starts Here!



#### **Career Dashboard Thermometers**

The "My IDP" Goals thermometer illustrates a status summary of your completed, pending or past due IDP goals. Sections in the thermometer are color coded.

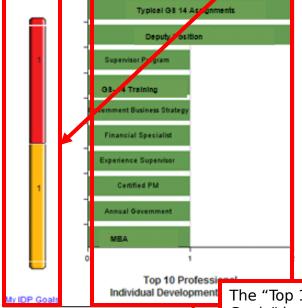
"GREEN" indicates the number of IDP goals you have COMPLETED.

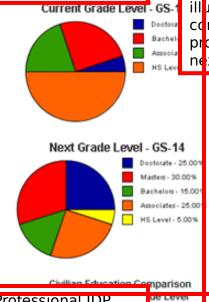
"AMBER" indicates the number of IDP goals you have PENDING.

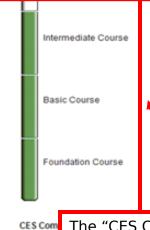
"RED" indicates the number of IDP goals you have PAST DUE.

The "Current Grade Level" education pie chart illustrates an education level comparison of those within your career program, job series, pay plan, and pay grade.

The "Next Grade Level" education pie chart illustrations an education level of comparison of those with in your career program, job series, and pay plan, but at the next pay grade level.







The "Top 10 Professional IDP Goals" bar chart illustrates the top 10 professional IDP goals within your career program, job series, pay plan, and pay grade.

The vertical axis describes the rank of the IDP goal. The horizontal axis describes the number of users with the same professional IDP Goal.

The "CES Completion" thermometer illustrates the different levels of CES courses completed.

"GREEN" indicates course has been completed "AMBER" indicates that you have enrolled in the course



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#### **ACT Career Resources Landing Page**

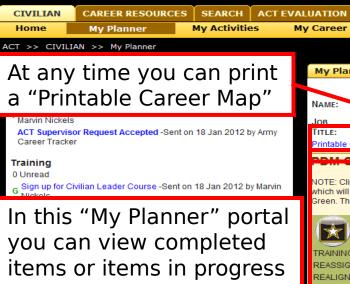


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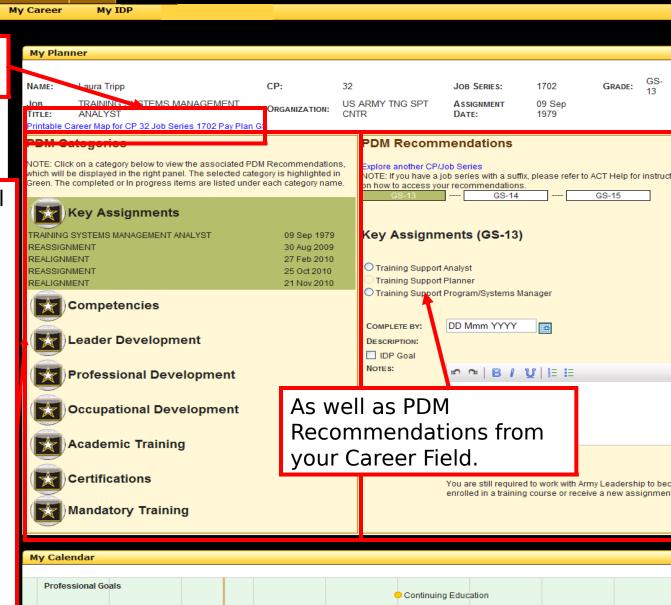
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# PDM Recommendations in "My Planner"

STAFF



- items or items in progr for:
- Key Assignments
- Competencies
- Leader Development
- Professional Development
- Occupational Development
- Academic Training
- Certifications and



#### Sample Career Map - CP 32 Job Series 1720

CP 32 Series 1702Career Map														
Categories	01 0	2 0	3 04	05	06	07	08	09	10	11	12	13	14	15
Assignments				Training Support Training Technician		Training Support Training Technician	1	Mobilization Training Support Technician Training Scheduler Training Support Manager Training Support Training Support Technician		Mobilization Training Support Technician Training Scheduler Training Support Manager Training Support Technician	Training Scheduler Training Support Analyst Training Support Planner Training Support Program/Systems Manager Training Support Trechnician	Training Support Analyst Training Support Planner Training Support Program/Systems Manager	TEST1	
Competencies										Functional Competencies Functional Competencies GS- 11 Core Competencies Common Core Competencies GS- 11/12	Core Competencies Common Core Competencies GS- 11/12	Functional Competencies Functional Competencies GS-13 Core Competencies Common Core Competencies GS-13	Functional Competencies Functional Competencies GS- 14 Core Competencies Common Core Competencies GS- 14	15 Core Competencies Common Core
Leader Development										Action Officer Development Course CES Basic Course CES Foundation Course CES Intermediate Course Manager Development Course Supervisory Development Course	Action Officer Development Course CES Basic Course CES Foundation Course CES Intermediate Course Manager Development Course Supervisory Development Course	Action Officer Development Course CES Advanced Course CES Basic Course CES Foundation Course CES Intermediate Course Manager Development Course Supervisory Development Course	Army War College (Distance	Action Officer Development Course Air War College (Open to DSLDP Candidates only) Army War College Army War College (Distance Education) CES Advanced Course CES Basic Course CES Foundation

# PDM Recommendations & Setting Goals

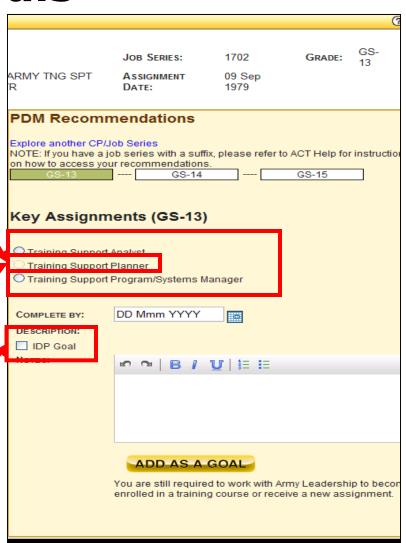
From the "My Planner" portlet users can search for PDM recommendations from which they can set Professional

Goals

Grayed out buttons mean you have already set a goal for or completed the Recommendation.

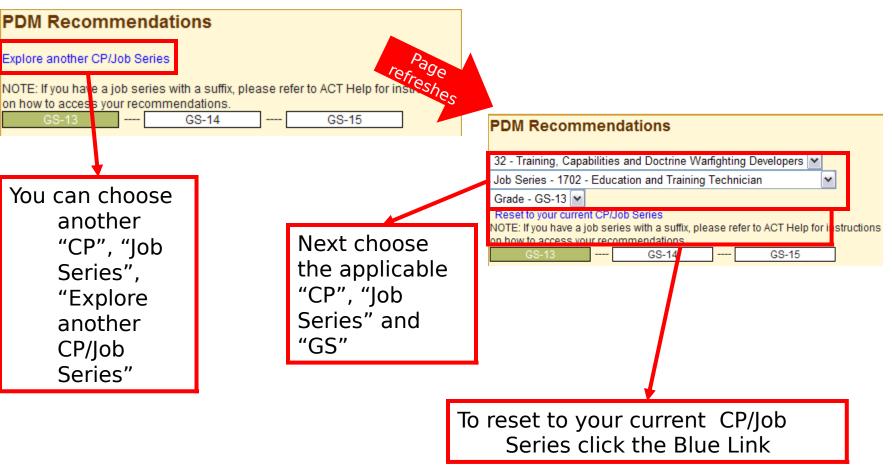
Here are Recommendations you can set professional goals for

Indicate this item as an IDP Goal



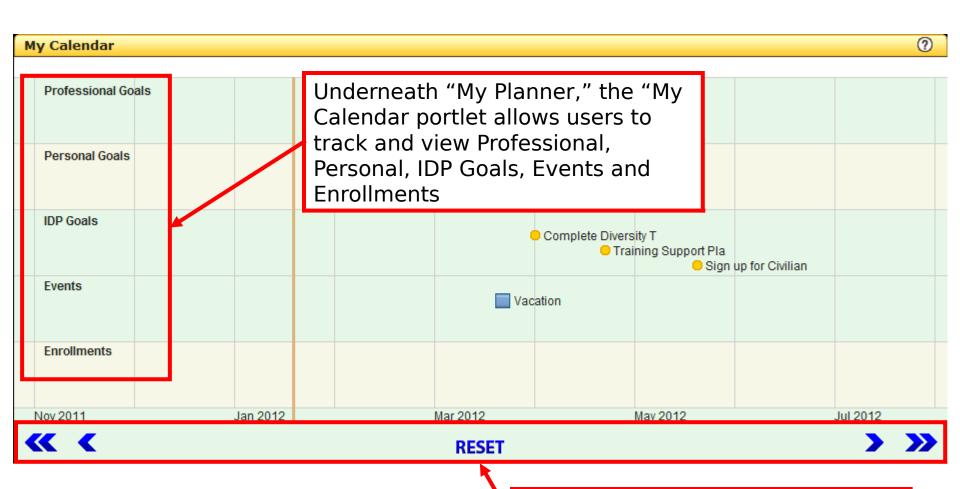
## **Choosing Another CP/Job Series**

Users can view their profiled Recommendations as well as Recommendations from other Career Fields





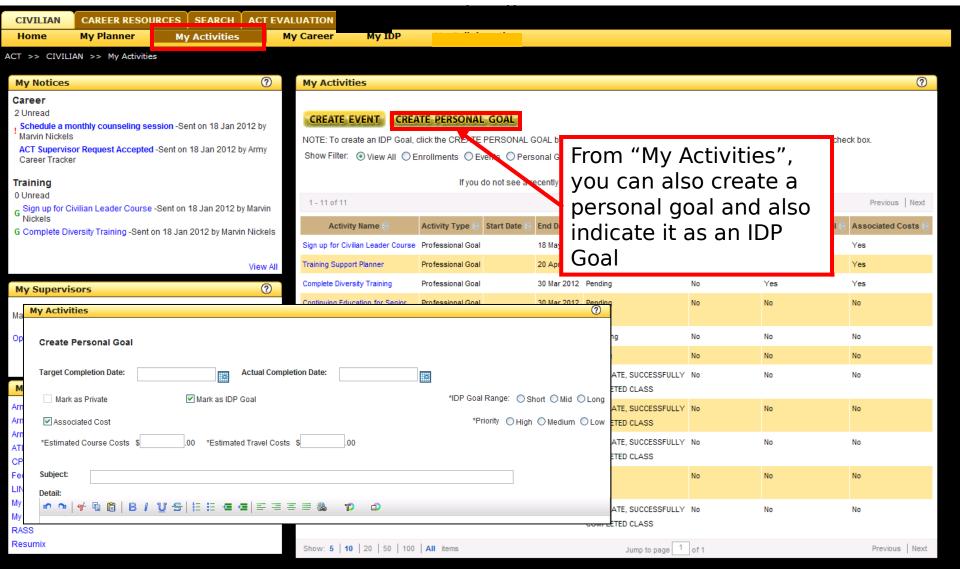
# "My Calendar"



To move forward or backwards use the **BLUE** Arrows

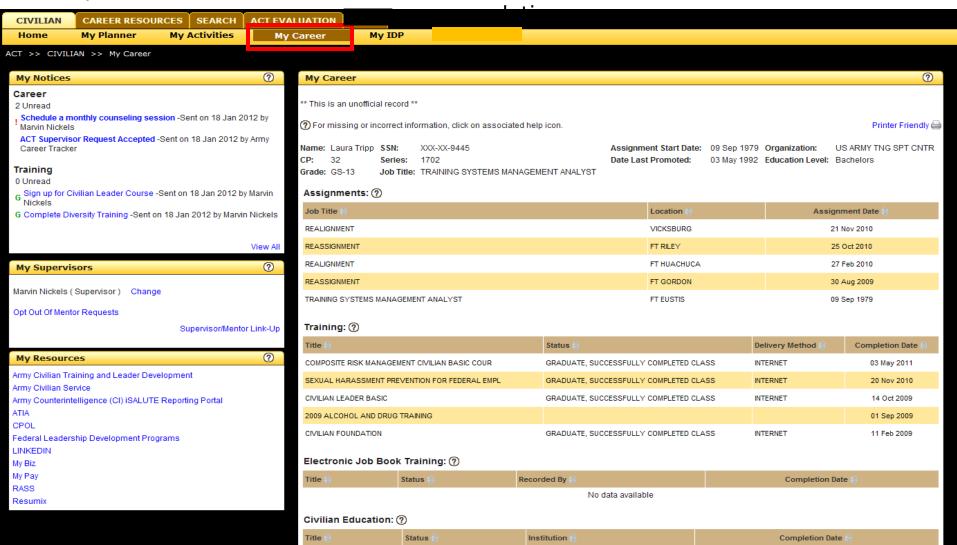
#### "My Activities"

The "My Activities" portlet includes activities you decide to participate in to build on your career development, and personal goals and events. It is your



#### "My Career"

""My Career"" provides users with an unofficial consolidated view of historical Assignments, Training, Electronic Job Book Training, and Civilian Education. A User's Supervisor and Mentors can also see their information from which to base their

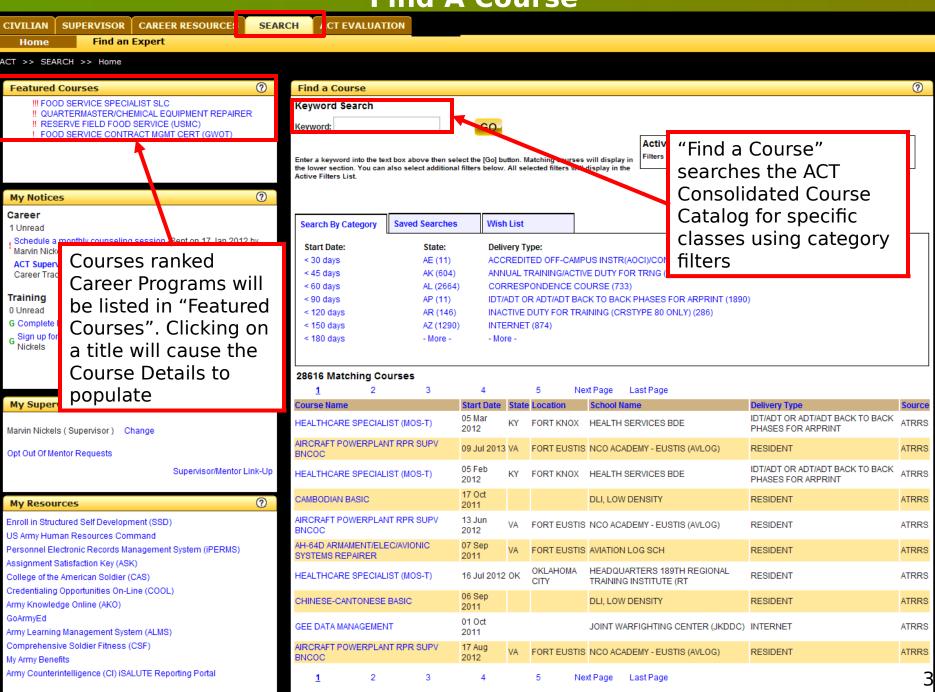




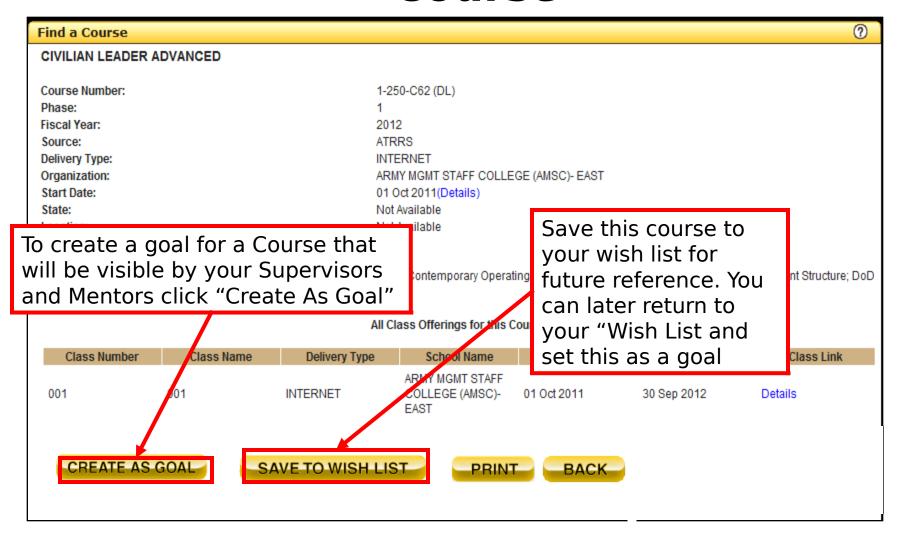
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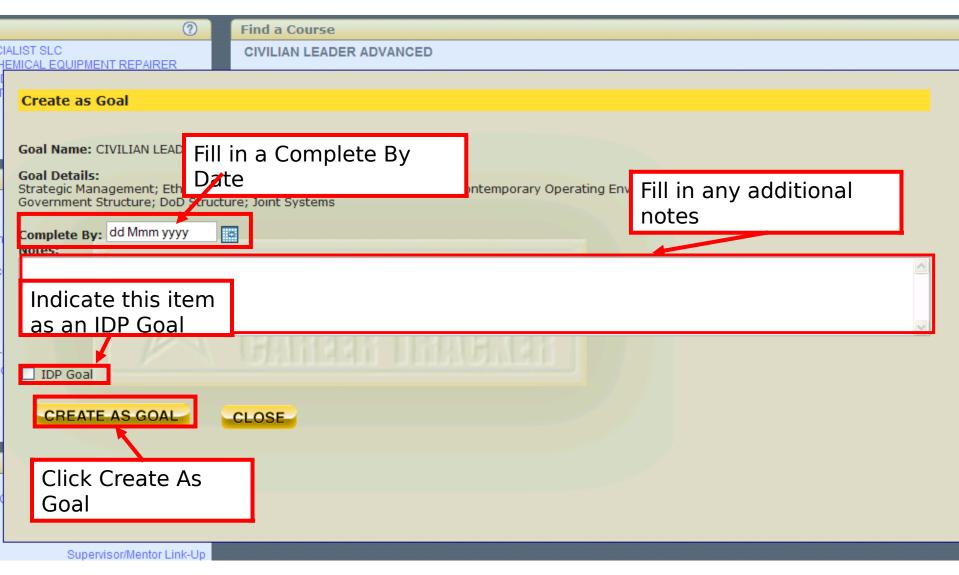
#### **Find A Course**



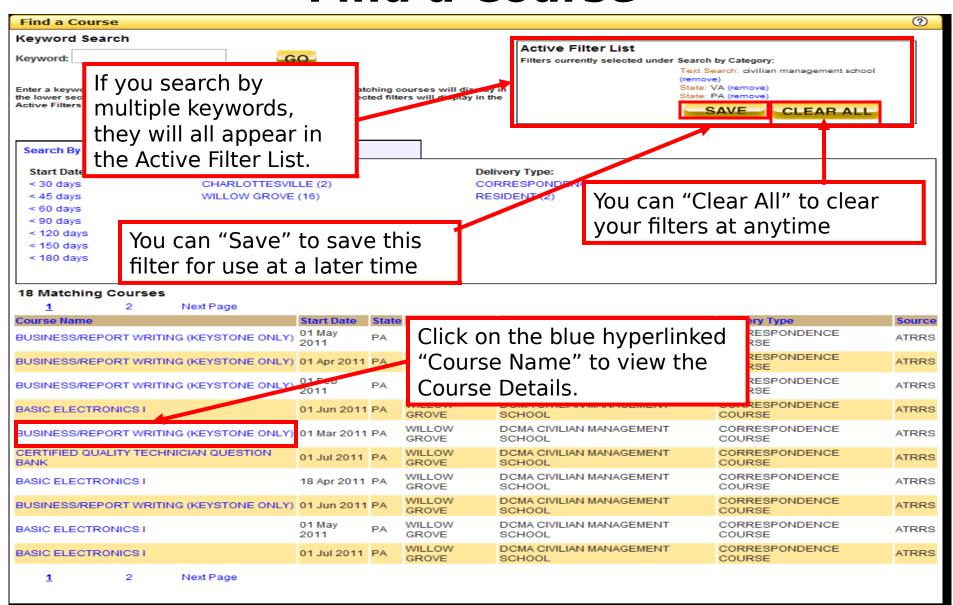
# Course Details/Creating a Goal for A Course



#### **Create a Course Goal**



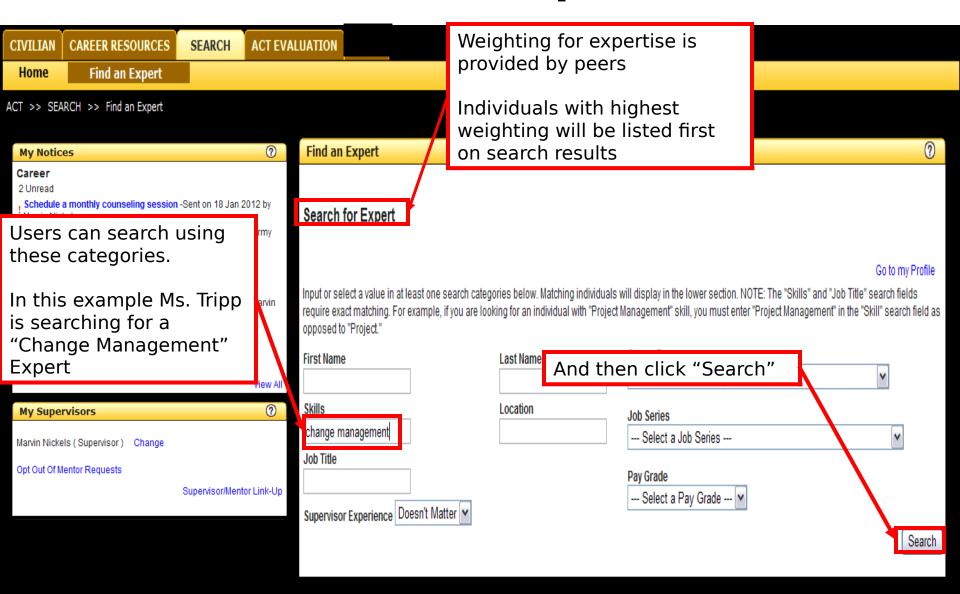
#### "Find a Course"



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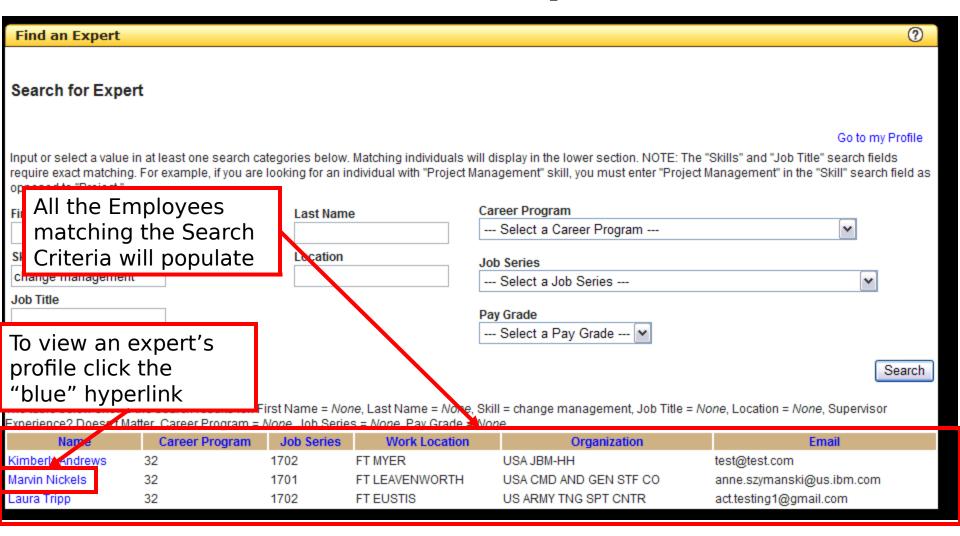
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# "Find an Expert"



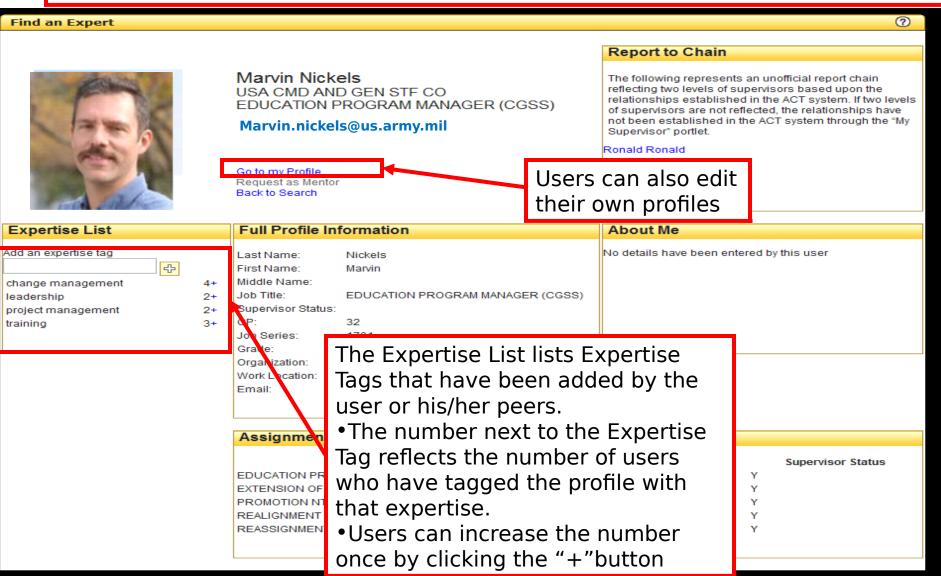


## "Find an Expert"

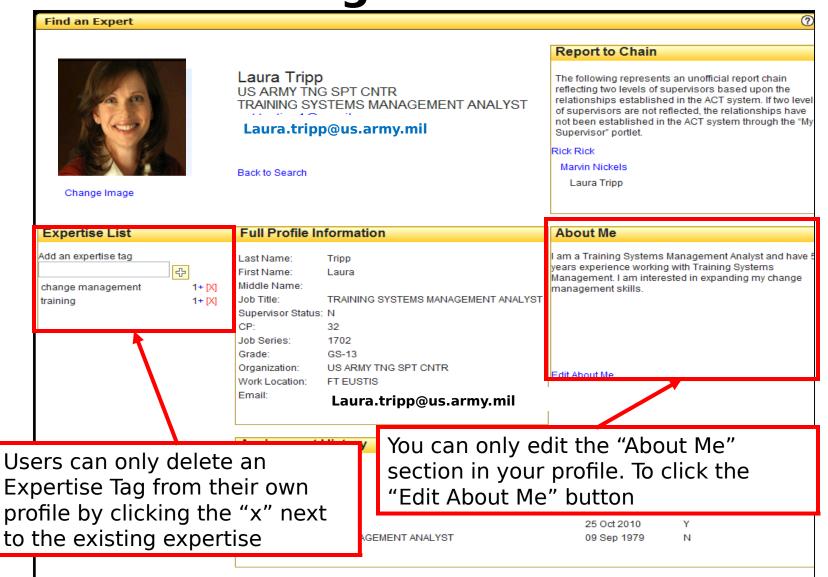


# **Find An Expert Detail**

In the Expert's Profile users can view: Report to Chain, Expertise List, Full Profile Information, About Me, and Assignment History.



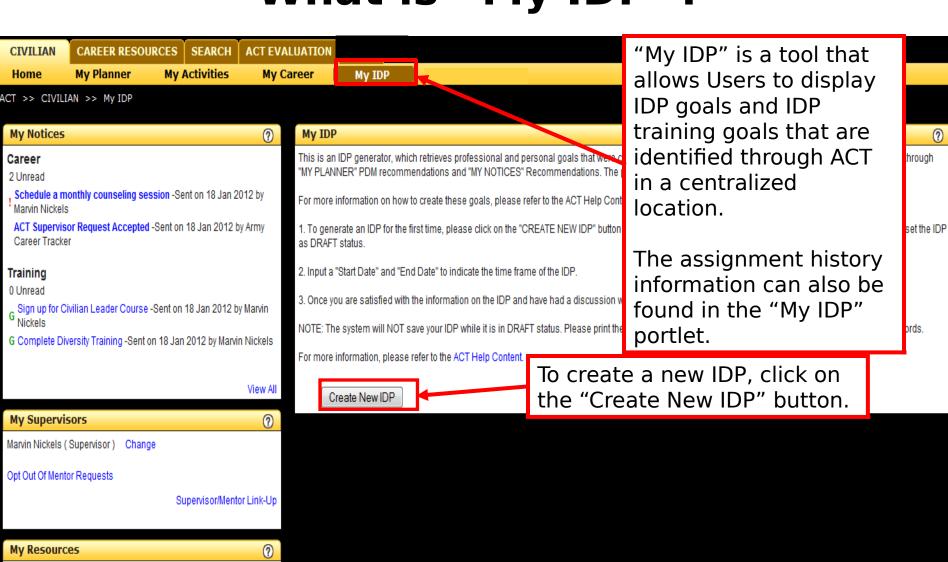
# **Editing User Profile**



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# What is "My IDP"?



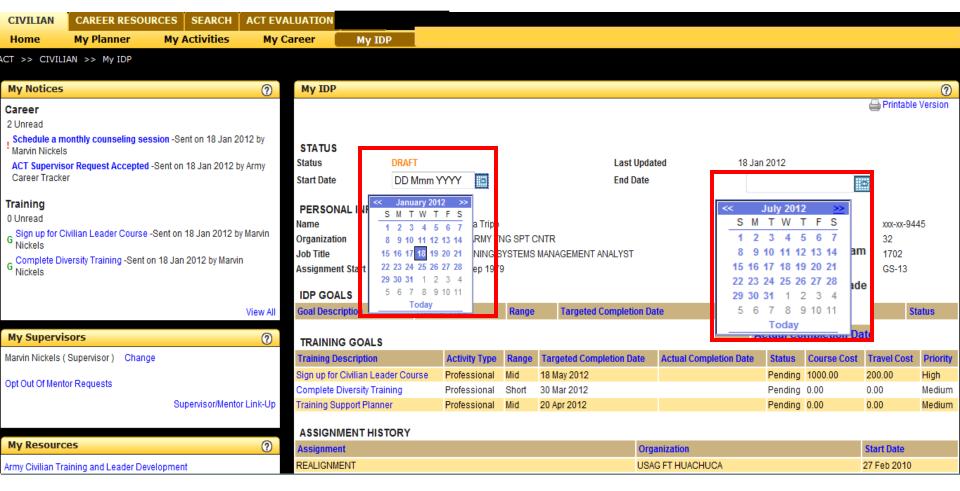


Army Civilian Training and Leader Development

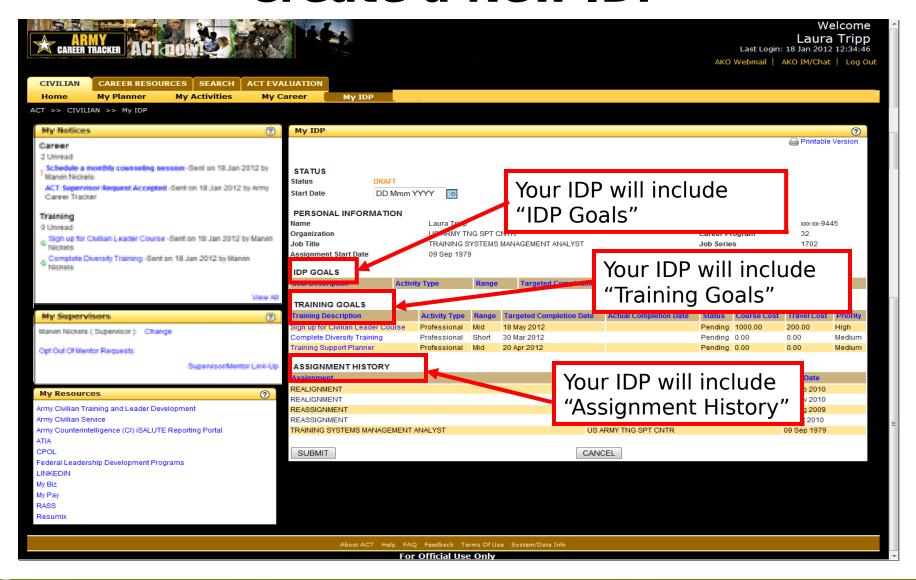
Army Civilian Service

#### "Create a New IDP"

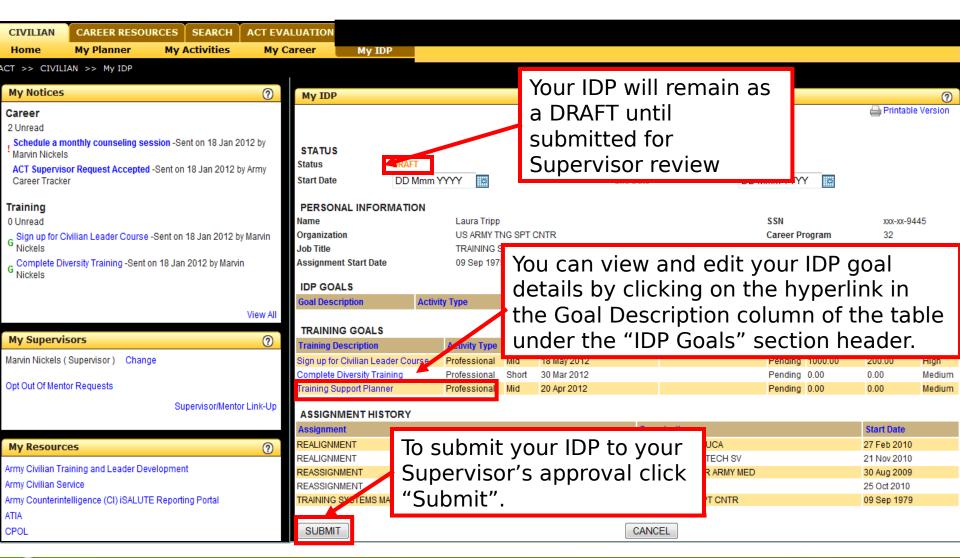
You must identify the "Start Date" and "End Date" for your IDP.



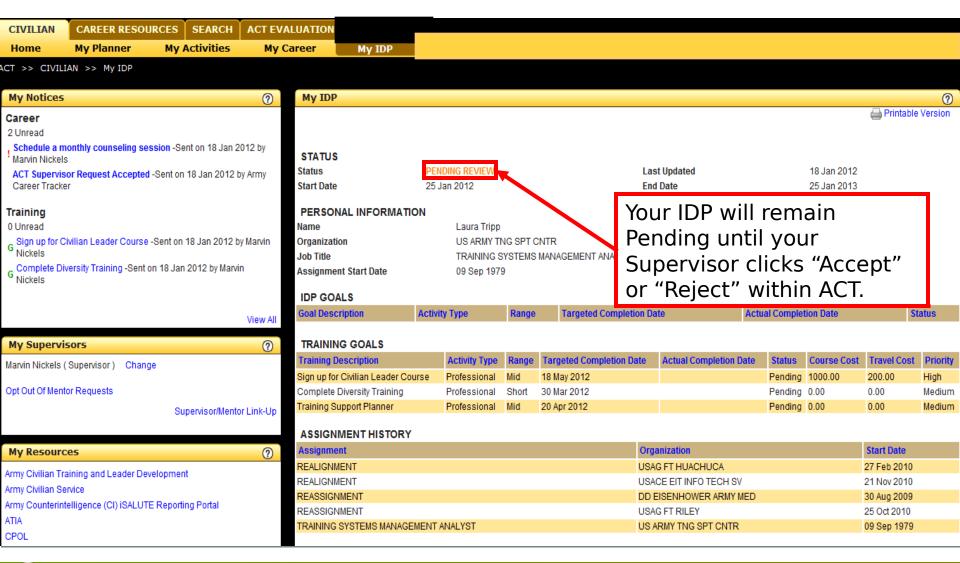
#### "Create a New IDP"



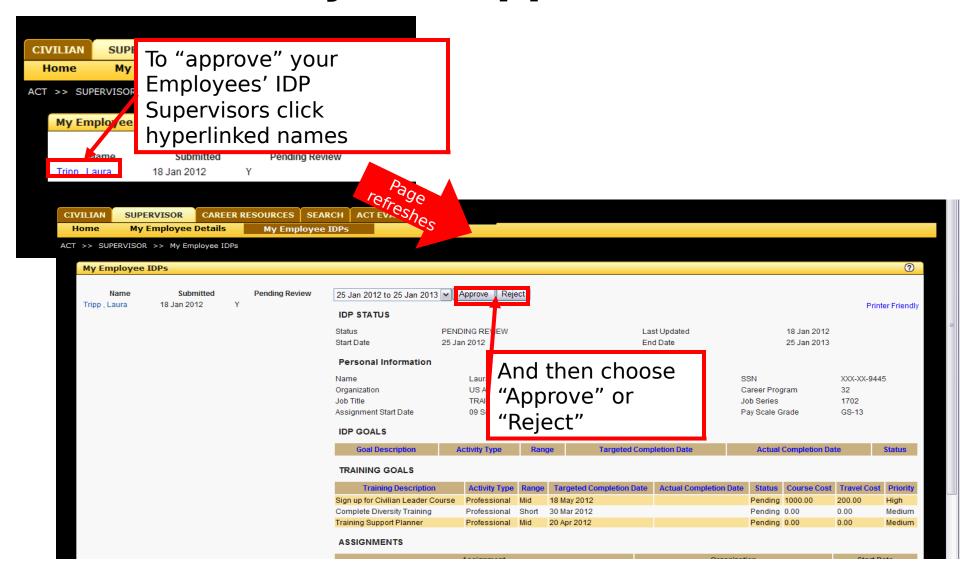
# "Submit" new IDP to your "Supervisor"



## "Pending Review"



# "My IDP Approval"





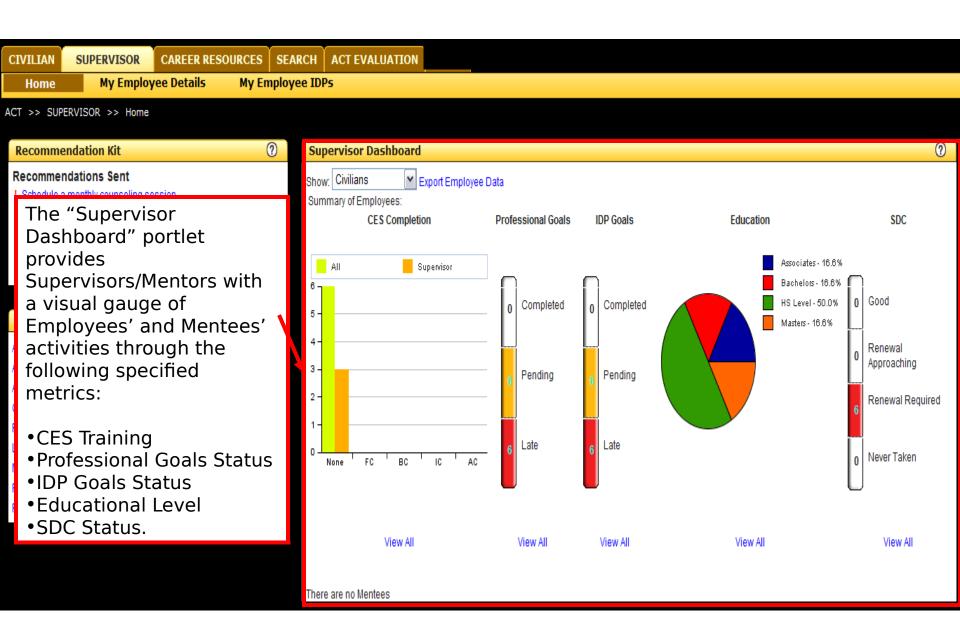
#### ACT Overview

#### **Agenda**

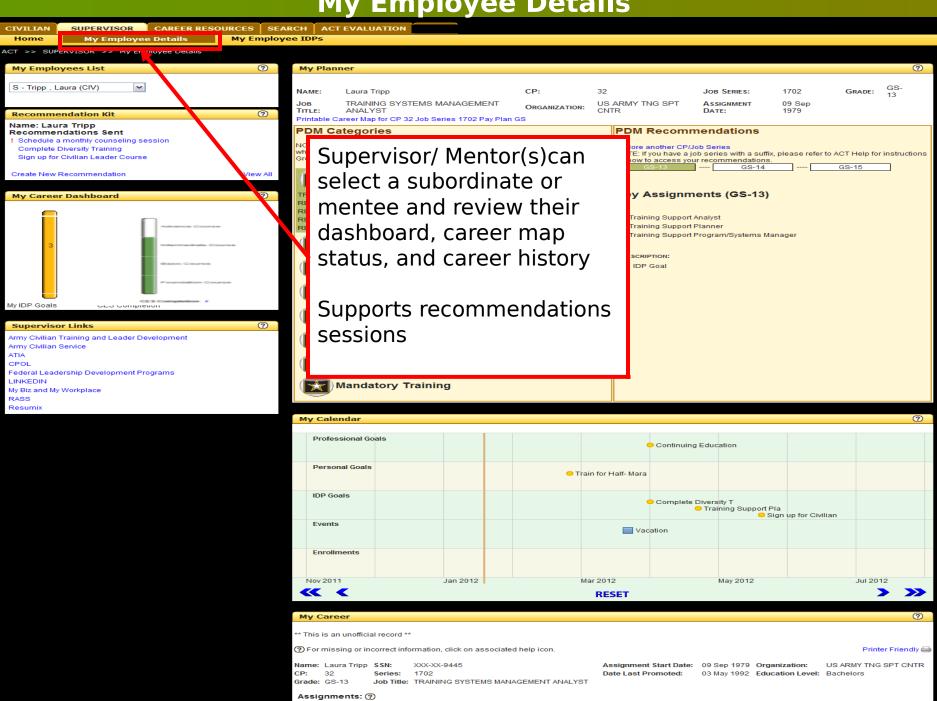
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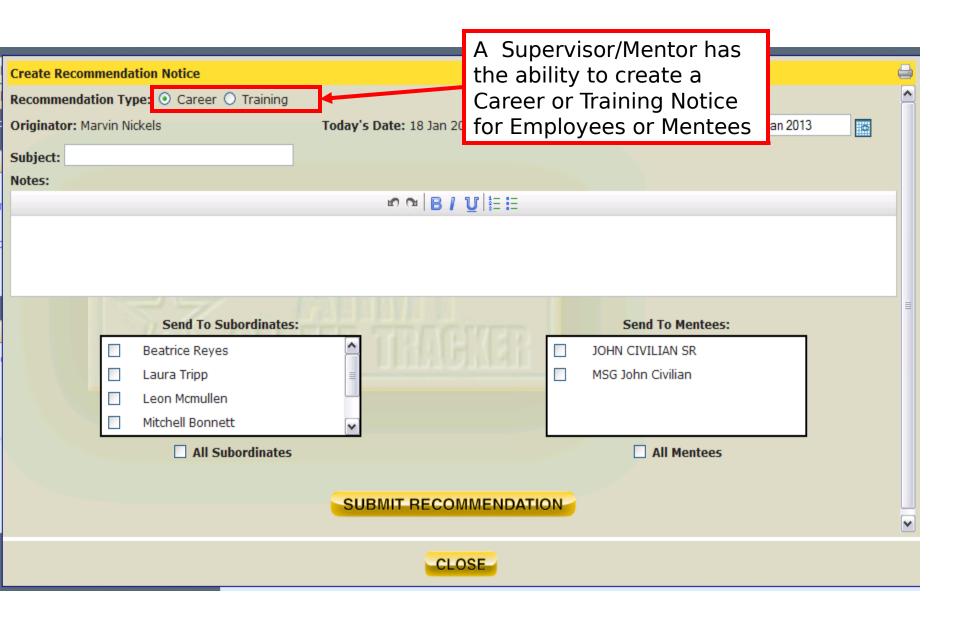
#### **Supervisor Dashboard**



My Employee Details



#### **Recommendation Kit**





### Army Career Tracker (ACT)

**Stakeholder Launch** 

**21 February 2012** 

### Career Program Lead

#### The **CP Lead** is the Key to Deployment Success

- Owns the activities of the Deployment Playbook
- Assigns Content Manager(s) and Career Administrator(s)
- Ensures active participation during training activities
- Ensures content per role is created prior to "golive" date
- Acts as the main POC for the CP and recipient of leadership communication
- Serves as a resource for lessons learned for subsequent deployments

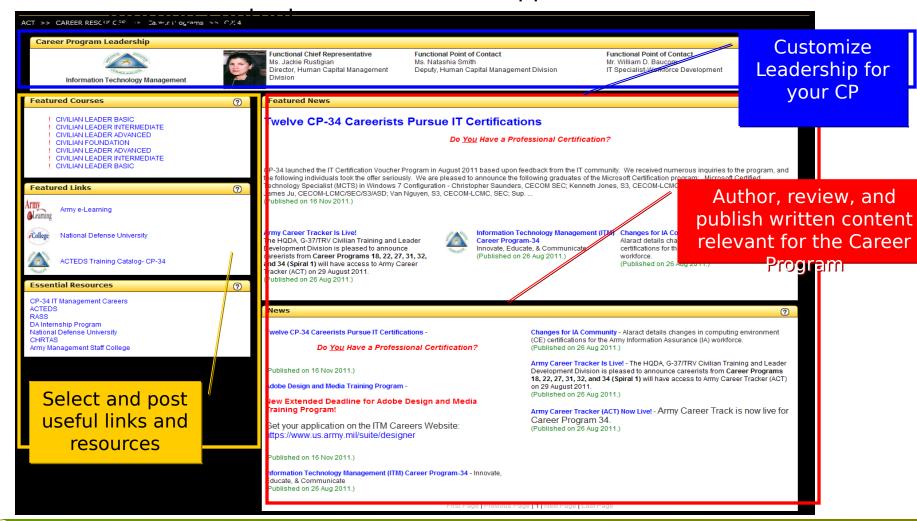
#### **Content Managers**

Will enhance the ACT user experience by creating content that is specific to your Career Program

- May be one person or a team of individuals (if a team is decided upon, one person must be the lead)
- Should be able to provide messaging appropriate to the entire CP
- May be authorized only to author content, approve content or both for publication on Landing Page
- Will create a Landing Page prior to "Go-live"

## Content Manager Job Responsibilities

- Create and maintain content for the CP Landing Page
- Can author content to submit for approval, or author and

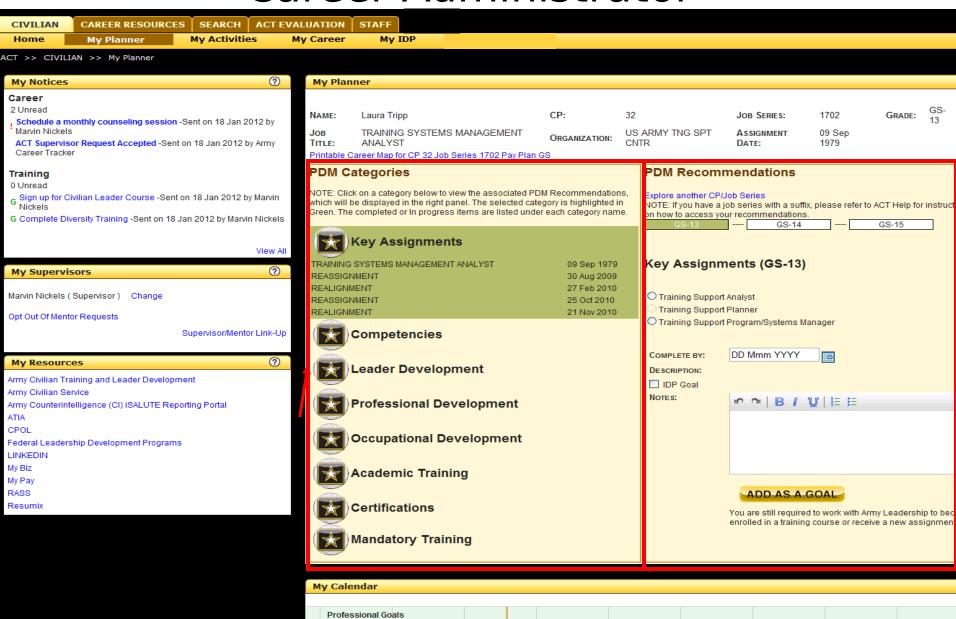


#### Career Administrators

Will ensure Career Program's "My Planner" and "Featured Courses" are accurate and also highlights what is valuable to the CP, and to the Army

- May be one person or a team of individuals
  - for Career Program with multiple job series, a team may be advisable
  - if a team is decided upon, one person must be the lead
- Should have a strong understanding of Professional Development Model (PDM)
- Will create CP specific content and complete spreadsheets initially and later update content within ACT

#### Career Administrator



Continuing Education

### Key Team Members by CP

- Please send Key Team Members:
  - Email list or spreadsheet to andrea.damore@us.ibm.com and Ebony.Tucker@serco-na.com
  - Advise Lead, Content Manager(s), Career
     Administrator(s)
  - Provide name, role, email, AKO, and telephone number for each key team member

#### Deployment Process

# Pre-Planning and Deployment Kickoff

#### **ACT Early Access**

# Go-Live and Follow-up

- Identify Key
   Team Members
- Release Schedule and Announcement
- Marketing Materials Distribution
- Deployment Kickoff
- Deployment Playbook

- Grant Early Access
- Train Key Team Members
- Content Managers create CP Landing Page
- Career
   Administrators
   complete career
   map
   spreadsheets

- Promote Virtual User/Leader Training
- Go-Live
- Deployment Evaluations
- Leadership Review

#### Deployment Playbook

- The **Deployment Playbook** provides a stepby-step guide to guide CPs through deployment
  - Includes specific steps, with respective dates and links to materials
  - Contains required <u>communications</u>, <u>promotion</u>, and <u>training</u> activities all in one document.
  - Defines the what (messages/topics), to whom (audience which stakeholders), when (delivery date), and how (vehicles, messenger) of each activity.
- The "Go-Live" date for
  - Deployment 3 is 30 March 2012
  - Deployment 4 is 06 July 2012
  - Deployment 5 is 28 Sept 2012

### Communication Lifecycle

- Announce the change
- Compelling reasons for the change are clear
- Begin motivating and preparing people to change
- How? Posters. Brochures, etc.

Awareness

(Explain the Need)

- Focus on stakeholder feedback
- Allow for resistance and questioning
- How? Deployment Kickoff, Training, Simulations, Demos, etc.

Understanding

Vision)

(Clarify the

Commitment

(Sustain Performance)

- · Reinforce the changes
- Promote the new processes & encourage utilization
- · How? Go Live, Leader Review, Reach back

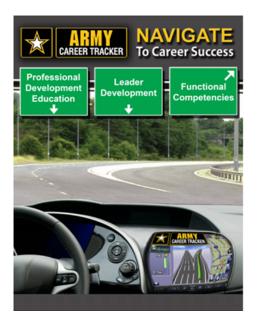
Buy In (Inspire for Action)

- Motivate Users to support the new way
- Influence to try and accept the new way of doing things
- How? Marketing Communications, Briefings, etc.

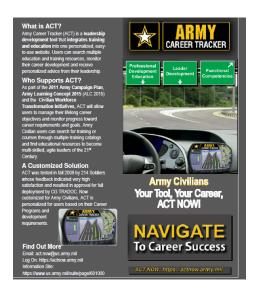
#### Deployment Playbook: Promotional Material

- Brochures & Posters
  - https://www.us.army.mil/suite/page/659798
- Presentations with Demo
  - https://www.us.army.mil/suite/doc/30147185
- Distribute ACT Information Site
  - https://www.us.army.mil/suite/page/601000

#### Poster



#### **Brochures**



#### Demo



# AMERICA'S ARMY: THE STRENGTH OF THE NATION

**Army Career Tracker-Civilian Deployment Schedule** 

**Army G-3/5/7** 

Spiral 1	piral 2	Spiral 3	Spiral 4	Spiral 5
1 Apr - 29 Aug 11	3 Oct – 13 Feb 12	16 Feb – 30 Mar 12	3 May - 6 Jul 12	2 Aug - 28 Sep 12
CP 18 Construction Engineers  CP 22 Public Affairs  CP 27 Housing  CP 31 Education Services  CP 32 Training  CP 34 Information Technology	CP 11 Comptroller  CP 10 Human Resources  CP 12 Safety /Occupation Health  CP 13 Supply Management  CP 17 Material Maintenance  CP 24 Transportation  CP 29 Installation Management**	CP 14 Acquisition CP 16 Engineers /Scientists CP 20 Quality Assurance CP 26 Manpower/ Force Mgt CP 33 Ammunition Management	CP 15 Quality Assurance  CP 28 Equal Employment  CP 35 General Intelligence  CP 36 Modeling /Simulation  CP 50 Military Personnel  CP 53 Medical*  CP 56 Law*	CP 19 Physical Law  CP 51 General Administrative/ Management*  CP 55 Inspector General*  CP 60 Foreign Affairs/Strategic Planning*  CP 61 Historians and Museum Curators*  CP 64 Aviation*
*Now CBs				

## Deployment Schedule Spiral 3

CP 14, 16, 20, 26, 29, 33

Milestone Activity	Status	Start	End
Senior Stakeholder Meeting			
		2/21/12	
Identify State Lead, CA, & CM		2/16/12	02/28/12
Deployment Kickoff	•	2/21/12	
CA & CM Early Access to system		2/21/12	
Train CM/CA	•	03/07/12	03/08/12
Site Visit	•	TBD	
2 Hour Support Sessions	•	TBD	
PDM Cutoff	•	03/16/12	
Go Live	•	03/30/12	
Leadership Review	•	04/27/12	

## Deployment Schedule Spiral 4

CP 15, 28, 35, 36, 50, 53, 56

Milestone Activity	Status	Start	End
Senior Stakeholder Meeting			
		2/21/12	
Identify State Lead, CA, & CM		05/03/12	05/13/12
Deployment Kickoff	•		
		05/16/12	
CA & CM Early Access to system	•	2/21/12	
Train CM/CA	•	05/30/12	05/31/12
Site Visit	•	TDD	
		TBD	
2 Hour Support Sessions	•	TBD	
PDM Cutoff		06/11/12	
Go Live	_	07/06/12	
Leadership Review	•	07/26/12	

## Deployment Schedule Spiral 5

CP 15, 28, 35, 36, 50, 53, 56

Milestone Activity	Status	Start	End
Senior Stakeholder Meeting			
		2/21/12	
Identify State Lead, CA, & CM		08/02/12	08/14/12
Deployment Kickoff	•	00/02/12	00/14/12
		08/15/12	
CA & CM Early Access to system		2/21/12	
Train CM/CA		-,,	
		08/22/12	08/23/12
Site Visit		TBD	
Hour Support Sessions	•		
		TBD	
PDM Cutoff		09/10/12	
Go Live		09/28/12	
OU LIVE		09/20/12	
Leadership Review	•	07/26/12	

#### **Help Us Promote ACT**

#### **ACT Information Site:**

#### https://www.us.army.mil/suite/page/601000

- Preview how the portal will look in <u>PREVIEW</u>
- Access training including ACT demos, simulations, and a user training guide in TRAINING
- Access ACT promotional posters and brochures in MEDIA
- Receive answers for Frequently Asked Questions in FAQs Information about Army Career Tracker in ABOUT ACKER

  ARMY CAREER TRACKER U.S.ARMY **GET ON THE RIGHT PATH!** VISIT ACT! TRADOC HOME ACT is I ive! **PREVIEW** Thanks to your commitment, requests and feedback, Army Career Tracker (ACT) is LIVE for Enlisted Active, Army Reserve and Army National Guard forces. ACT will be deployed to CMFs on a rolling basis throughout the remainder of FY 11, Army Civilians in Aug 2011, the SCHEDULE Recruiting community in Sept 2011 and Officers and staff in Nov 2011. ACT is a new Army portal that will significantly change the way training, SOLDIER CAREER RESOURCES | SEARC education and experiential learning support is provided to the Army. It TRAINING My Planner My Activit combines seventeen existing data sources into one easy to use and customized portal simplifying the career management process for the ACT >> SOLDIER >> Home Army user. MEDIA My Notices Get on the Right Path! Take advantage of all this tool has to offer to see if you are on the right path! My Career No Messages Available SEARCH multiple resources in one easy to use portal; FAOs SEE accomplishments, career development opportunities, and My Training multiple training and education resources in one location; No Messages Available UNDERSTAND career maps, recommendations, and upcoming ABOUT ACT development deadlines and options; and **ACT** by registering for classes, creating professional and personal

goals, and receiving personalized advice from Leader and

# **QUESTIONS?**

For more information and rollout schedule, visit the ACT Information Page on AKO:

https://www.us.army.mil/suite/page/601000

Log in to Army Career Tracker (ACT)

https://actnow.army.mil